



THE ASSISTANT SECRETARY OF THE NAVY  
(FINANCIAL MANAGEMENT AND COMPTROLLER)  
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WASHINGTON, DC 20350-1000

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Subj: DEPARTMENT OF THE NAVY FINANCIAL MANAGEMENT CORE  
PERFORMANCE ELEMENTS

Recently you received a copy of my strategic plan for our financial management (FM) community. Embodied in the plan is the need for us to have some common goals and objectives that will help achieve greater effectiveness and efficiencies while ensuring a strong and viable workforce for the future. As you know, new performance plans for the SES corps are to be in place by May 1 under the new executive performance system. I have decided to incorporate a standard element, enclosure (1), into the performance plan of each SES member of the FM workforce.

Specifically, the first item in attachment (A) should be included as a sub-element within Element #2, Contribution to Mission Accomplishment, of your new performance plan. Most of your existing mission-related performance elements will also be transitioned to Element #2. The other two items in attachment (A) are also key to achieving my strategic plan. However, since only Element #2 can be customized at this time, it will be assumed that these are inherent in the requirements of Elements #1 and #6 and should be used by the appropriate officials in reviewing your performance.

Although I am issuing these core elements now for inclusion in SES performance plans, it is my intent, at the appropriate time, to require the use of these same elements for the remainder of the FM workforce under my purview. In order to attain the objectives delineated in my strategic plan, I believe we all must have shared values and a common focus.

I look forward to working with you toward transforming the financial management community.

*Richard Greco, Jr.*

Richard Greco, Jr.

Attachment: (A) DON Financial Management Core Performance Elements

Copy to:  
Secretariat/MARCORPS PRB

Department of the Navy Financial Management SES Core Performance Elements

SES Performance Element #2

Take effective actions to improve: (1) performance related to the metrics applicable to your organization, and (2) the effectiveness and efficiency of the processes within your organization, consistent with the President's Management Agenda, SECNAV objectives, and the ASN (FM&C) strategic plan of April 2005.

Inherent in SES Performance Element #1

Recruit, develop and maintain a financial management workforce that is properly trained, motivated and informed on Departmental objectives and your organization's role in them.

Inherent in SES Performance Element #6

Demonstrate outreach to customers and/or engagement with business partners to enhance the performance of assigned functions to better contribute to the Department's mission.

Attachment (A)